

# CANDIDATE INFORMATION PACK



CITY OF LONDON  
**ACADEMY**  
SOUTHWARK

**Job Title: Teacher of Geography**

**EMBRACING TRADITION • PURSUING EXCELLENCE • LEADING CHANGE**

## CEO WELCOME

Dear Applicant,

**I am delighted that you have chosen to apply for a post with the City of London Academies Trust.**



COLAT is driven by the ambition to deliver exceptional educational outcomes for the young people we serve, combining the heritage and traditions of the City of London Corporation with a creative and effective approach to teaching and learning.

Our expectations are high for both our students and our staff and as such we work to three core values: integrity, professionalism and care. We demonstrate real care by insisting on the highest expectations of behaviour in every phase and setting. Our curriculum is regularly reviewed and updated to ensure that every young person is afforded the knowledge and skills they need to be successful. We promote and support excellent classroom pedagogy as well as ensuring we have common approaches to assessment and intervention. This is how we care for our young people and ensure that they achieve the highest possible outcomes and are able to counter the many aspects of disadvantage they, their families and our wider communities experience.

Our 'Foundations of Excellence', which run through all Trust schools, have been the framework for our sector-leading success so far. These core principles led to the City of London and COLAT previously being recognised as the best performing academy chain for progress and attainment of disadvantaged children ('Chain Effects', The Sutton Trust). This fuels our determination to continue to develop the work we do, while remaining focused on the ambitions for our schools and making a significant difference to children's lives.

In striving for excellence in all aspects of our work, we are acutely aware that this will only be achieved through hard-working and motivated staff. Our care for staff means that we invest in our people, allowing them to grow and achieve their career goals within the Trust or beyond. We are committed to providing first-rate training and development opportunities to all our staff, in addition to excellent career advancement opportunities within our growing Trust.

In the classroom, and around school, we expect the kind of exemplary behaviour that allows our staff to generate exceptional learning outcomes for our children. Being sponsored by the City of London Corporation also means our staff benefit by having access to a huge range of resources, events and exciting learning opportunities that other Trusts are simply not able to offer.

We are always looking for like-minded individuals to join us on our journey. Making the choice to work for COLAT means making the choice to be part of an evolving, ambitious and supportive Trust where you are valued, encouraged and can develop your specific talents, whatever they may be. We look forward to receiving your application.

**Yours faithfully,**

A blue ink handwritten signature, appearing to read 'M. Emmerson', written over a white background.

**Mark Emmerson**  
**Chief Executive Officer**

## WHO WE ARE

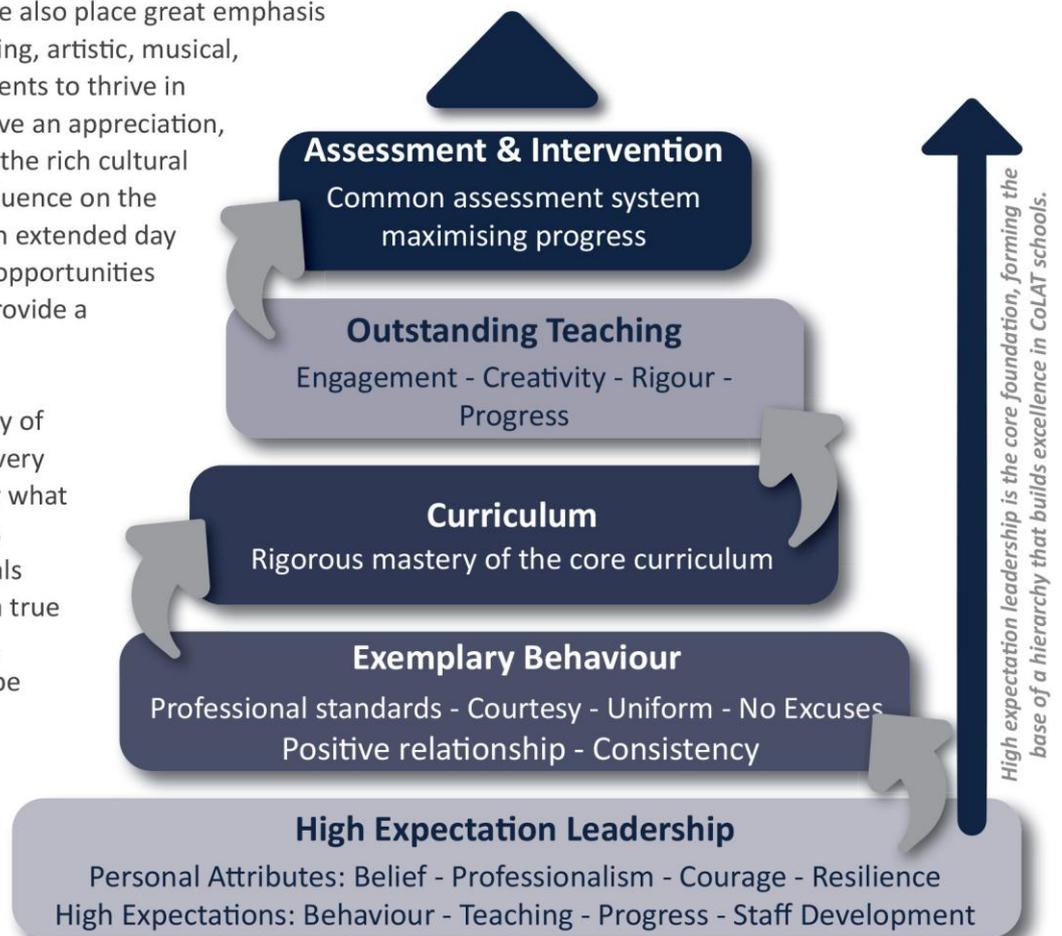
**City of London Academies Trust operates schools in areas of significant disadvantage and believes strongly in the transformational nature of education.**

We are unashamedly academic and unapologetically results driven because we recognise that strong SATs, GCSE and A level outcomes lead to increased life opportunities for our students. All our schools adopt a warm/strict approach, with every one of our School Leaders adhering to and aligning with our COLAT behaviour systems. Our simple, clear, and consistent routines, rituals and norms embed strong habits delivering exceptional student behaviour. In our schools, our teachers can teach, and students can learn, uninterrupted. We take great pride in curating an exceptionally positive learning environment and we obsessively guard against anything which may compromise our strong ethos and culture.

Our curriculum is knowledge rich. We believe in teaching ‘powerful knowledge,’ and educating our students on the ‘best that’s been thought and said’ is crucial to giving them the best possible chance of success in life. More broadly, we find opportunities to elevate the curriculum to ensure our most able students can compete with their more privileged peers. Our curriculum is coherently and intelligently sequenced, with our Subject Improvement Leads working closely with Heads of Department to drive gains in learning and develop subject specific pedagogy. We are working on creating a standard curriculum in most of our subjects; this will help reduce teacher workload by taking away the production of high-quality resources and assessments, freeing up our expert teachers to grapple with the delivery of the content and focus on the learning.

Our teaching approach is influenced by the works of educationalists such as Doug Lemov. We are confident we know what works for schools in our specific context, and we have spent a long time codifying our approach, whilst also providing sufficient flexibility for our teachers to add their own unique personality and dynamism to their classrooms. Results are important to us, but we also place great emphasis on developing our students’ sporting, artistic, musical, and linguistic talents. For our students to thrive in modern Britain, they must also have an appreciation, understanding and attachment to the rich cultural heritage of our country and its influence on the wider world. All our schools run an extended day to deliver an array of enrichment opportunities and super curricular sessions to provide a truly holistic education.

It is an exciting time to join the City of London Academies Trust, and we very much hope you will be inspired by what you learn about us. We are always excited to meet fellow professionals and there is no better way to get a true sense of a school’s culture, values, and ethos than by visiting. We hope you take up this opportunity so you can see what life-changing opportunities our schools provide, and how integral our people are to this mission.



## PROFESSIONAL DEVELOPMENT

**We are committed to providing individualised and impactful professional development for every member of our COLAT community, and we offer a menu of talent pathways to support you at every stage in your career.**

These pathways are research-based, designed for COLAT schools and delivered by experts from across the Trust. They provide Trust-wide training and networking opportunities to support you to achieve your career goals.

The Talent Pathway menu includes:

- **Aspiring to Middle Leadership: Leading a Department**
- **Aspiring to Middle Leadership: Leading a Year Group**
- **Aspiring to Middle Leadership: Leading a Operational Department**
- **Aspiring to Senior Leadership: Curriculum, Teaching and Learning**
- **Aspiring to Senior Leadership: Personal Development, Welfare and Behaviour**
- **Aspiring to Senior Leadership: Personal Development, Welfare and Management**
- **Aspiring to SEND Leadership**
- **Aspiring to Operational Functions Leadership**

If you are interested in one of our Talent Pathways, please do ask for more details during your school visit or interview.

## EMPLOYEE BENEFITS

**We invest in and support our staff by keeping their development a priority, and we are proud to have a range of benefits to ensure staff feel valued, including:**

- **Teachers' or local government pension scheme with a generous contribution from the Trust**
  - **Occupational maternity and adoption pay following 26 weeks of continuous service**
  - **Generous annual leave entitlement**
  - **Sabbatical leave entitlement for up to one year (unpaid) after five years' continuous service**
  - **Cycle to work scheme**
  - **Corporate gym membership rates**
  - **Travelcard loan scheme**
  - **Annual training and development opportunities in addition to in-house staff development**
  - **Access to City of London housing allocation scheme**
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## Headteachers Welcome

The City of London Academy Southwark (CoLA-S), has been recognised as one of the most improved schools in the country at both GCSE and A-Level, and now sits in the top 20% for progress and attainment for both. In the five years from Summer 2019 to Summer 2024, A-Level A\*-B outcomes have improved from 36% to 60%, a jump in ALPS progress scores from 7 to 3. At GCSE, the academy's progress score has improved by +0.97 to a P.8 in 2024 of 0.48. In this time, En/Ma 5+ outcomes have also improved from 36% to 63%. The academy is transforming the life chances of our students; but we're not done yet. In the summer of 2027, the academy's target is to be in the top 1% nationally for A-Level and GCSE outcomes.

How we've achieved this transformation is important to understand if you are considering working with us. Students thrive because we have instilled a nurturing, but highly academic and ambitious environment. The walls of the academy are adorned with the images of the most successful past students. On a termly basis, we celebrate the top academic performer alongside the most improved academic performer, in every year group, every term, in a whole school assembly. We live out the Trust-wide approach to running a 'Warm/Strict' school, with our own mantra of 'GoodVibes/High-Expectations'. Therefore, if you want to work in a positive, open and supportive environment to change young people's lives for the better, then look no further.

However, in order to flourish as a colleague at CoLA-S, you need to be prepared to work hard, embrace feedback, and live out our guiding value of *Integritas* on a daily basis. To us, *Integritas* means doing the right thing and owning your mistakes. Every half-term we anoint one student from the CoLA-S community our 'Integritas winner'; the most highly prized accolade available to students. With it comes lunch with the Principal, the prestigious *Integritas* tie, and a life-time of respect. We expect our colleagues to live out this value to its fullest extent.

Our success has also been built upon rigorous planning. Our academic curriculums are built from threshold concepts specific to the subject discipline whilst the pastoral curriculum develops the whole child, enabling them to understand their role in a global world. This resonates with the academy's purpose; the Exploration of Life, as we know our students must leave CoLA-S fully abreast of the best of what has been thought, said and written from our collective humanity.

By joining CoLA-S you will become a part of the City of London family which includes over twenty other schools across the private and state sector as well as many guilds and organisations. We are sponsored by the City of London Corporation, an elected body that looks after the business district around St Paul's. Our relationship with the City fosters collaboration with exceptional educators across our affiliated schools. The City of London Academy is well respected by the Bermondsey and Rotherhithe community. We are proud of what we have to offer and invite you to find out more. We would encourage you to contact the academy and see what is happening on the ground.



Michael Baxter,  
Principal

## Teacher of Geography - Job Description

**Accountable to:** Head of Geography

**Grade Scale Point Range:** Inner London, Main Pay scale - Upper pay scale FTE

**Working Pattern:** Full Time, Permanent

**Location:** City of London Academy Southwark, 240 Lynton Road, SE1 5LA

### **Main Purpose:**

- To support the Head of Geography to develop an inventive approach to Geography so that all pupils are stimulated to accomplish their optimum performance
- To assist the Head of Geography to maintain standards of teaching and learning across the Geography curricula
- To take some responsibility for aspects of the Geography curriculum
- To provide specialist subject expertise to assist departmental staff, as appropriate

### **Key Accountabilities**

- Providing assistance and advice to the Head of Geography on the design and delivery of the Geography curriculum area so that it meets the aims of the Academy and the needs of all students
- Ensuring that innovative and appropriate approaches to learning are made available to students with specific learning needs. For example: those with a low skill base, hearing or visual impairment, the very able
- Working with staff in other departments to agree schemes of work so that the content of courses is complementary and provides students with a broader understanding of Geography and its links with other fields of study
- Ensuring that the statutory requirements of the National Curriculum are met
- Implementing the KS3/4/5 Geography Strategy to deepen key Geography knowledge and so generally raise standards in Geography
- Ensuring that the business enterprise culture pervades the entire Geography curriculum
- Setting targets for pupil achievement
- Evaluating the design and delivery of the Geography curriculum; continuously striving to improve all aspects
- Monitoring and evaluating progress towards meeting pupil achievement targets in own classes and those aspects of the Geography curriculum for which s/he is responsible
- Ensuring that there is an effective assessment, recording and reporting system of student progress
- Regularly use of appropriate ICT initiatives to improve learning for pupils and staff
- Providing reports to the Head of Geography regarding curriculum matters in defined areas
- Working in conjunction with the Head of Geography and other TLR holders in Geography to ensure that the policies and processes for assessing pupils and for setting, monitoring and evaluating attainment goals for pupils are implemented by all Geography staff
- Contributing to the development of initiatives to outreach to the community
- Assisting the Head of Geography to create and implement ways of actively involving parents in the learning process
- Instigating, developing and maintaining links with Geography based firms so as to enrich the learning experience of both the School Community and the Commercial partners
- Supporting the facilitation of a broad range of activities involving staff, students and the wider community so as to deepen and broaden learners' experience in Geography issues

# CITY OF LONDON ACADEMY SOUTHWARK

## **Safeguarding Children**

COLAT is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks.

The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment. The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

The person undertaking this role is expected to work within the policies, ethos and aims of the Trust and to carry out such other duties as may reasonably be assigned. The post holder will be expected to have an agreed flexible working pattern to ensure that all relevant functions are fulfilled through direct dialogue with employees, contractors and community members.

## **English Duty**

This role is covered under part 7 of the Immigration Act 2016 and therefore the ability to speak fluent spoken English is an essential requirement for this role.

## Teacher of Geography – Person Specification

### Our Values and Vision

The City of London Academies Trust, sponsored by the City of London Corporation, aims to provide high-quality education for students and pioneer educational innovation. We are driven by the ambition to provide world-class experiences and deliver exceptional educational outcomes for the young people we serve.

All City of London academies draw upon the traditions, institutions, heritage and historical successes of London to furnish each of their diverse communities with life-transforming learning experiences. In doing so, we believe that the young people we serve develop into successful, compassionate young adults, who make a positive contribution to their local, national and global communities.

Our schools are characterised by a common understanding of what makes outstanding schools, based on five key principles which are known as our 'Foundations of Excellence'.

### Our Staff

Our staff have high expectations, are consistent and driven to provide the best teaching and opportunities for our students. Teachers work in a well-disciplined environment where they are able to teach creative and engaging lessons, and all staff are given exciting opportunities to develop and learn from exceptional practitioners.

### Equal Opportunities

The postholder will be expected to carry out all duties in the context of and in compliance with the COLAT Equalities policies.

### Qualifications

Description	Rating
Good Honours Degree	Essential
Qualified Teaching Status	Essential
Practical qualification in an additional or related subject area	Desirable

### Skills and experience

Description	Rating
Capable of maintaining and delivering innovative curriculum	Essential
Proven record of raising standards in Geography at all ability levels	Essential
Experience of teaching Geography to 'A' Level Standard	Desirable
Proven ability to transfer enthusiasm and understanding of Geography to pupils and departmental staff	Essential
Excellent understanding of the strategic importance of ICT to raising standards and a commitment to e-learning across the curriculum	Essential
Expertise in developing teaching and assessment methodology, practical skills, extension of knowledge of Geography and their practical application.	Essential
Ability to research, adopt and appropriately integrate practices from the business sector into the curriculum and departmental activities	Essential
Self-motivated with outstanding organisational and planning skills	Essential
Ability to produce required outcomes with minimal supervision	Essential
Excellent communication and user ICT skills	Essential
Exceptional practical skills in specialist subject	Essential
On-going participant in Geography related activities	Essential
Involvement in networking and sharing of best practice	Essential

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Capable of initiating and maintaining innovative curriculum design and delivery	Desirable
To promote the safety and wellbeing of students, ensuring that the school's Child Protection and Safeguarding policies and procedures are promoted within the Academy	Essential

# HOW TO COMPLETE THE APPLICATION

**Vacancy Title:** Teacher of Geography

**Vacancy Description:** Permanent

**Vacancy Location:** City of London Academy Southwark

**Vacancy Closing Date:** Monday 13 April 2026 at 9am

**Submission:** Applications to be submitted by the My New Term Portal

It is essential that a fully completed application form is submitted. City of London Academies Trust cannot accept CVs alone. It is recommended that you retain a copy of your application form, so you can refer to it if you are invited for interview.

The main sections of the application form ask for various information relating to your work, educational and personal history. This information allows your application to be fully assessed against the criteria/competencies required for the job. When completing the application, you should provide your entire work history, including a description of any gaps in employment. In addition, outline your skills, qualifications and any notable awards. These can be selective, and you only need to provide those you consider relevant to the job you are applying for.

Your letter of application/supporting statements is the most significant element of the application form. Using no more than 1,000 words please provide an accompanying letter explaining why you are applying for this post and how your experience, skills, training and personal qualities match the requirements of the role as set out in the job description and person specification.

As part of your letter of application/supporting statement we are interested in knowing your impact so please provide relevant evidence. For instance, if you are seeking a pastoral role provide relevant data on the reduction of exclusions. If seeking a teacher role provide progress and attainment data of classes taught. If you do not meet all the essential criteria, it is unlikely that you will be shortlisted.

City of London Academies Trust asks that all potential employees highlight any relationships to school governors or employees to ensure all applicants are treated fairly.

For example, it may be inappropriate to offer someone a position within an organisation where they work for a family member or asking someone to take a position where they manage grants for voluntary services when their family works for a relevant voluntary organisation.

City of London Academies Trust is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks in line with Keeping Children Safe in Education, including enhanced DBS checks and a willingness to demonstrate commitment to the standards which flows from City of London Academies Trust vision and values.

Please provide details of two referees, one of whom should be your present/most recent employer. References will not be accepted from relatives or friends. References are requested for all shortlisted candidates unless you specifically request us not to do so. Open references will not be accepted.

This post is exempt from the Rehabilitation of Offenders Act 1974. If you are appointed, you will be required to complete a DBS check. Any information received from the DBS will be treated in the strictest confidence. Having a criminal record will not exclude you from appointment, unless it is considered that the conviction renders you unsuitable to work with children.

Under the Criminal Justice and Court Services Act 2000, it is a criminal offence if an individual who is disqualified from working with children knowingly applies for, offers to do, accepts or does any work with children.

The role is covered by part 7 of the Immigration Act 2016 and therefore the ability to speak fluent spoken English is an essential requirement for this role.



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SOUTHWARK